

YOUTH SERVICES POLICY

Title: Senior Executive Services Next Annual Review Date: 07/10/2010	Type: A. Administrative Sub Type: 2. Personnel Number: A.2.9
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References: Civil Service General Circulars 1382, issued December 22, 1999, and 1424, issued February 1, 2001	
STATUS: Approved	
Approved By: Mary L. Livers, Deputy Secretary	Date of Approval: 07/10/2009

I. AUTHORITY:

Deputy Secretary of Youth Services as contained in La. R.S. 36:405. Deviation from this policy must be approved by the Deputy Secretary.

II. PURPOSE:

To establish a formal procedure to address classified employees' participation in the Senior Executive Services.

III. APPLICABILITY:

Deputy Secretary, Chief of Operations, Undersecretary, Assistant Secretary, Facility Directors, Regional Managers, Unit Heads, and all classified employees. Each Unit Head shall ensure that appropriate procedures are in place to comply with the provisions of this policy.

IV. DEFINITION:

Senior Executive Service - A program established by Civil Service which allows career (classified) state employees, who possess managerial and technical skills, to be granted leave without pay to accept appointments to unclassified policy-making positions.

V. POLICY:

It is the Deputy Secretary's policy to ensure uniform application of employees participating in the Senior Executive Service.

VI. GENERAL PROVISIONS:

Classified employees will be allowed to retain status in their current retirement system when they participate in Senior Executive Service under the following general conditions:

- A. The employee's participation includes a role in a higher level unclassified position with policy, decision-making, and performance responsibilities that are not inconsistent with the duties and functions performed by the employee in the lower level classified job.
- B. Employees with job titles that allow them to participate in the security retirement system and who participate in the Senior Executive Service will remain eligible under the security retirement plan with their ISIS records reflecting continued participation in the security retirement system. For the purpose of retirement, the time spent in the Senior Executive Service will be credited as if the person were still functioning in the classified position from which he is on leave.
- C. Employees in the Senior Executive Service shall be credited with merit increases in the classified position pay base as if they had remained in the classified position unless affirmative action is taken otherwise.
- D. Only permanent classified employees are allowed to request a leave of absence from their position to participate in the Senior Executive Service.

VII. PROCEDURES:

- A. Classified employees interested in participating in the Senior Executive Service shall submit a letter of intent to the Deputy Secretary requesting to take a leave of absence from their classified position. Upon approval by the Deputy Secretary, the approved letter of intent will be sent to the Central Office Human Resources office for processing.
- B. A request for a leave of absence must be solicited by the employee participating in the Senior Executive Service on an annual basis.